

EXHIBIT 26

To:
Subject:
Attachments:

Chris Hicks

Case 3:20-cv-00252-KC Document 1-27 Filed 10/01/20 Page 2 of 4
RE: Private and Confidential - Follow-up outcomes re: investigation
EAP Employee Flyer_exp0220.pdf

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Hi Chris, Thank you for your call today. Please see my responses embedded next to your questions below. I have also attached the EAP brochure that I mentioned. This can be a great resource to consult for guidance, coaching, etc., on a variety of issues, including managing difficult conversations.

Best regards,
Allyson



Allyson Thomas, SHRM-SCP | Lead HR Services Partner
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For all COVID-19 updates please go [here](#).

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From: Chris Hicks <chicks@komankc.com>
Sent: Tuesday, March 31, 2020 12:57 PM
To: Allyson Thomas <aallysont@alerachr.com>
Subject: RE: Private and Confidential - Follow-up, outcomes re: investigation

CAUTION: External Email.

Hello Allyson,

I appreciate you letting me know that the investigation has concluded. I also understand that privacy concerns might make it impossible to share all the details of that investigation. However, I'm afraid I am more confused now than when I made the initial complaint.

those thru the appropriate channels as described in the Employee Handbook.

- What are my options as a subordinate when I encounter this type of behavior again? While employees are encouraged to attempt professional and respectful resolution on their own as a first course of action, if you are unable to resolve and believe you have been subjected to inappropriate behavior or conduct, I would direct you to follow the course of action as described in the policy referenced in the second bullet above. As I also suggested during our phone call today, outreach to the company's EAP for further guidance on managing difficult conversations could be a further resource. A copy of the brochure for this benefit is attached.

Case 3:20-cv-00252-KC Document 1-27 Filed 10/01/20 Page 3 of 4

Essentially you have given me zero information or tools on how to correct the situation. Feel free to call if that might be an easier response.

Christopher Hicks
Senior Project Manager



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From: Allyson Thomas <allysont@alerachr.com>
Sent: Monday, March 30, 2020 3:47 PM
To: Chris Hicks <chicks@komankc.com>
Subject: Private and Confidential - Follow-up, outcomes re: investigation

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Hello Chris, Thank you for your patience as I worked thru investigating the matter that you brought to KOMAN Construction's attention. I have finished the investigation and include a letter to conclude the matter. I would ask that you read carefully thru the letter, and invite you to call me at the number listed below should you have further questions.

Best regards,
Allyson Thomas

March 30, 2020

Chris Hicks
Sr. Project Manager
KOMAN Construction

CONFIDENTIAL

RE: Investigation Outcomes

Dear Chris:

This letter summarizes the results of the investigation conducted by me on behalf of KOMAN Construction, into your allegations that Matthew Yates has acted inappropriately and/or violated company policy by creating a hostile and discriminatory work environment.

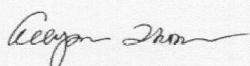
As we discussed, KOMAN Construction takes such allegations very seriously and is committed to maintaining an ethical workplace pursuant to our ethics policy. Employees are encouraged to bring concerns regarding potential violations to our attention at any time, without fear of retaliation.

In my capacity as an independent investigator, I have interviewed all the employees involved, including you and Matthew Yates, and our investigation is now complete.

Although privacy considerations limit our ability to share confidential information with you about other employees, I can tell you that the appropriate actions have been taken. I also can assure you that the company has committed to complying with their policy on non-retaliation. Should you believe you experience retaliation, or other potential violation of the company's ethics policy, I urge you to follow the reporting protocols as outlined in that policy.

Thank you again for bringing this matter to the company's attention.

Sincerely,



Allyson Thomas, Lead HR Services Partner

cc: file